

## **HIGH PEAK BOROUGH COUNCIL**

### **Corporate Select Committee**

**27th November 2023**

<b>TITLE:</b>	<b>Workforce Development - Annual Trade Union Liaison Update</b>
<b>EXECUTIVE COUNCILLOR:</b>	<b>Councillor Alan Barrow - Executive Councillor for Corporate Services and Finance</b>
<b>CONTACT OFFICER:</b>	<b>Tanya Cooper - Head of Organisational Development and Transformation</b>
<b>WARDS INVOLVED:</b>	<b>Non-Specific</b>

### **Appendices Attached**

#### **APPENDIX A - ANNUAL TRADE UNION LIAISON UPDATE (NOVEMBER 2023)**

#### **1. Reason for the Report**

- 1.1 The purpose of this report is to provide the Corporate Select Committee with an update on trade union liaison and collective agreements for a period of twelve months.

#### **2. Recommendation**

- 2.1 That the report be noted.
- 2.2 To produce an update on trade union liaison on an annual basis to Corporate Select.

#### **3. Executive Summary**

- 3.1 A joint union meeting takes place on a quarterly basis. The purpose of these meetings is to provide a forum for discussion, consultation and negotiation between Senior Managers, Elected Members and the recognised trade union (UNISON) on workforce matters, terms and conditions of employment and Human Resources Policies and Procedures.
- 3.2 A full overview of the discussions that have taken place over the last 12 months can be found at Appendix A to this report.

#### **4. How this report links to Corporate Priorities**

4.1 Borough Plan (Aim 5) – a high performing and well-motivated workforce.

#### **5. Alternative Options**

5.1 The report is a statement of fact. As such there are no options to consider.

#### **6. Implications**

6.1 Community Safety - (Crime and Disorder Act 1998)  
None.

6.2 Workforce  
None arising from this report.

6.3 Equality and Diversity/Equality Impact Assessment  
This report has been prepared in accordance with Diversity and Equalities policies.

6.4 Financial Considerations  
None arising directly from this report.

6.5 Legal  
None arising directly from this report.

6.6 Climate Change  
None.

6.7 Consultation  
None arising directly from this report.

6.8 Risk Assessment  
Not applicable.

**ANDREW P STOKES**  
**Chief Executive**

#### **Web Links and**

#### **Background Papers**

Union meeting agendas and minutes

#### **Contact details**

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## 7. Detail

7.1 Trade union liaison meetings take place on a quarterly basis. The purpose of these meetings is to provide a forum for discussion, consultation and negotiation between Elected Members, Senior Managers, and the recognised trade union (UNISON) on workforce matters, terms and conditions of employment and Human Resources Policies and Procedures.

7.2 Membership of the meeting is formed of the following representatives:

Staffing Representatives: Chief Executive, Head of OD and Transformation and Senior Business Partner.

Elected Members: Portfolio Holders Finance (SMDC) and Portfolio Holder Corporate Services and Finance (HPBC).

Union Representatives: A combination of regional, branch and local representatives from Unison Staffordshire and Derbyshire.

7.3 During the period October 2022 and October 2023 agenda items for discussion and collective agreement related to:

- Pay Grade Review;
- Car Mileage Rates;
- Out of Hours Call-out Payments (High Peak Borough Council);
- TUPE Transfer (Staffordshire Wildlife Trust);
- Job Evaluation Requests;
- TUPE – N-Able (Disabled Grants)
- Agile Working Review;
- Pay Grade Comparison Exercise;
- Appraisal and;
- Human Resources Policy and Procedures review.

7.4 A full overview can be found at Appendix A to this report.